

Dec. 8. 2016 1:06PM

provoking or instigating a fight, or fighting during working hours
on Company premises.

theft or pilferage of Company or another employee's property.

falsification of personnel or other records.

it-downs, slowdowns or work stoppage of any kind.

possession of firearms or carrying concealed weapons on
company property at any time.

conviction of a felony which could or would affect the em-
ployee's job performance or relationships with other employ-
ees.

Abuse, misuse, waste or deliberate destruction of Company
property, tools, equipment or the personal property of em-
ployees.

Sleeping, or in a state resembling sleep, while on the clock
and/or in a non-designated break area.

Using tobacco, or smokeless devices, in the buildings or on any
part of the grounds where tobacco is forbidden (see tobacco
policy).

Failure to promptly report when an accident/injury/soreness
occurs to your supervisor and Health Services. Making false
statements or refusing to give testimony when acci-
dents/injuries or other incidents are being investigated.

Repeated violations of work rules and regulations, which can
be documented by previous disciplinary action.

These rules and regulations supersede all previous rules and reg-
ulations issued by Smithfield Foods

Equal Employment Opportunity Policy

Notice to All Employees and Applicants

It is the policy of Smithfield Foods to:

Recruit, hire, train and promote, into all job classifications, the

FORM 231, 08/14/16
Banner Printing Co.

Manager or Supervisor's Signature

Others in Meeting

No. 0877 P. 1

Personnel Copy - HR
Supervising Copy - Union
Employee Copy - HR
Union Copy - Union

SMITHFIELD EMPLOYEE WARNING NOTICE

NAME

Matthew S. Anderson

CLOCK NO.

04130

DEPT.

110

DATE

12/16/16

Details of Violation & Work Rule #

☐ Verbal Warning
☐ Written Warning
☒ Suspension, *30* days
☐ Return to Work Referral
☐ Discharge
☐ EAP Referral

Union Steward:

☐ Failure to improve performance will result in further disciplinary action up to and including termination.

*Use of profane language / abusive language
towards supervisor
12/16/16 2:45 PM
Matthew S. Anderson
Investigation: 3 days*

Recd

Exhibit No. *52*

Date: *12.1.18*

Audrey M. Barbush, RPR

App. Tab

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